

**Department of the Interior
Bureau of Indian Affairs (BIA) and
Bureau of Indian Education (BIE)
Equal Employment Opportunity Data Posted Pursuant to Title III of the
Notification and Federal Employee Antidiscrimination and Retaliation
Act of 2002 (NO FEAR ACT), Pub. L. 107-174
P.L. 107-174**

Reporting Period: FY 07 3rd Qtr. (April 1, 2007 – June 30, 2007)
Point of Contact: Fredericka J. Joseph, Director

Complaint Activity

Number of complaints filed	18
Number of complainants	18
Repeat Filers	1

Complaints by Basis

***Note: Complaints can be filed alleging multiple bases.
The sum of the bases may not equal total complaints filed.***

Race	6
Color	0
Religion	6
Reprisal	9
Sex	10
National Origin	4
Equal Pay Act	1
Age	5
Disability	1
Non-EEO	0

Complaints by Issue	
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	
Appointment/Hire	1
Assignment of Duties	0
Awards	0
Conversion to Full-Time	0
Disciplinary Action	
Demotion	0
Reprimand	0
Removal	1
Suspension	1
Other	1
Duty Hours	0
Evaluation/Appraisal	1
Examination/Test	0
Harassment	
a. Non-sexual	9
b. Sexual	0
Medical Examination	0
Pay (Including Overtime)	0
Promotion/Non-Selection	0
Reassignment	
a. Denied	1
b. Directed	1
Reasonable Accommodation	0
Reinstatement	0
Retirement	0
Termination	1
Terms/Condition of Employment	1
Time & Attendance	0
Training	0

Other	1
-------	---

Average Processing Time of Pending Complaints		
	#	APT
1. All complaints pending (for any length of time) during fiscal year		
Average number of days in Investigation stage		348
Average number of days in Final Action stage		116
2. Complaints pending (for any length of time) during fiscal year where hearing was requested		
Average number of days in Investigation stage		281
Average number of days in Final Action stage. <i>Note: Calculate average processing time, from the date received by OCR to the date FAD was issued by OCR.</i>		
3. Complaints pending (for any length of time) during fiscal year where hearing was not requested		
Average number of days in Investigation stage		310
Average number of days in Final Action stage		187

Complaints Dismissed by Agency		
	#	APT
Total complaints dismissed by the agency	3	342
Note: APT = Average days pending prior to dismissal		

Complaints Withdrawn by Complainants	
Total complaints Withdrawn by Complainants	5

	TOTAL FINAL ACTIONS WITH FINDINGS OF DISCRIMINATION	with a hearing FY		without hearing FY	
		#	%	#	%
	TOTAL NUMBER FINDINGS	0	0	0	0
BASES	Race				
	Color				
	Religion				
	Reprisal				
	Sex				
	National Origin				
	Equal Pay Act				
	Age				
	Disability				
	Non-EEO				
ISSUES	Appointment/Hire				
	Assignments of Duties				
	Awards				
	Conversion to Full Time				
	Disciplinary Action				
	Demotion				
	Reprimand				
	Suspension				
	Removal				
	Duty Hours				
	Evaluation/Appraisal				
	Examination/Test				
	Harassment				
	a. Non-sexual				
	b. Sexual				

	Medical Examination				
	Pay Including Overtime				
	Promotion/Non-Selection				
	Reassignment				
	a. Denied				
	b. Directed				
	Reasonable Accommodation				
	Reinstatement				
	Retirement				
	Termination				
	Terms/Condition of Employment				
	Time & Attendance				
	Training				
	Other				

Pending Complaints Filed in Previous Fiscal Years Status	
Total complaints from previous Fiscal Years	55
Total complainants	54
Number complaints pending	
Investigation	26
Hearing	16
Final Action	26
Appeal with EEOC Office of Federal Operations	1

Complaint Investigations	
Pending Complaints Where Investigations Exceeds Required Time Frames (Investigations over 180 days)	19